



THE CITY OF SAN DIEGO

The City of San Diego Police Classification Compensation and Benefits Survey Results

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METHODOLOGY

TAKE HOME PAY

Minimum Take Home Pay = Minimum Base Salary – Sum of Employee Contribution (Health and Welfare, Life Insurance, AD&D, STD/LTD, and Pension (Min))

Maximum Take Home Pay = Maximum Base Salary – Sum of Employee Contribution (Health and Welfare, Life Insurance, AD&D, STD/LTD, and Pension (Max))

EMPLOYEE CONTRIBUTION

Health and Welfare (Municipalities with Cafeteria Plan):

Employee Contribution = (Total Cost of Medical + Dental + Vision) - Employer Cost

Health and Welfare (Municipalities without Cafeteria Plan):

Medical, Dental, and Vision

Employee Contribution = Total Cost x Percent Employee Contribution

Whenever available, Kaiser HMO was used as a reference for Health Care costs.

Basic Group Life Insurance

Employee Contribution = Total Cost x Percent Employee Contribution

Pension (Min)

Employee Contribution = Minimum Base Salary x Defined Benefit (Pct of Pay) + Defined Contribution (%)

Pension (Max)

Employee Contribution = Maximum Base Salary x Defined Benefit (Pct of Pay) + Defined Contribution (%)

Legend

n/a: Not available or not applicable

n/p: No program

unk: Unknown

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EXECUTIVE SUMMARY - POLICE

The City of San Diego commissioned its consultant for benefits related issues, Buck Consultants, an ACS Company, to conduct this salary and benefits survey in order to determine the City's competitiveness in the very tight job market for police officers. In order to provide a meaningful result the focus was placed on core elements (base salary, health and welfare benefits and pension contributions) to determine net take home pay for the various classifications. Within these classifications, three levels of health and welfare coverage were also evaluated (single employee, employee plus one dependent, employee plus family). Data was either provided directly by the surveyed cities/counties, collected from Memorandums of Understanding (MOU) and/or official websites, and where no other information was available, was taken from the California Public Agencies Compensation Survey (CALPACS), an on-line survey database implemented to aid public sector agencies.

Of the twenty-eight agencies that were approached to participate in the study, nineteen agencies are included in the final report. Of the nine that are not included, three were deleted (Encinitas, San Marcos and Vista) because they contract police services with San Diego County Sheriff's Department. The remaining six (Las Vegas, Oakland, San Jose, Los Angeles County and Orange County) did not respond to the survey request and the data collected independently was incomplete and therefore was not included in the study. A summary of the survey findings is presented below.

With respect to salary, health and welfare benefits and pension plans, San Diego offers the following consistent with the other cities/counties surveyed:

- Offers a variety of additional pay (page 28) known as "add-ons" to eligible employees, which increases the employees' compensation but is not included in "base pay".
- The prevalence of positions (page 7).
- Offers a defined benefit pension plan with a benefit formula of 3% for each year of service (page 12).
- No employee cost for Basic Life or Long Term Disability insurance (as shown on pages 13 – 27 as part of the Net Take Home Pay calculations).

However, the survey results indicate that San Diego differs in the following core elements for each of the items noted below.

Base Salaries: Page 8 illustrates that San Diego's base pay is low, especially in the maximum pay range for each classification, where the majority of San Diego's employees are based on tenure.

- ✓ The highest ranking in this range was at the 33rd percentile for the Police Lieutenant classification.

EXECUTIVE SUMMARY - POLICE

- ✓ The lowest was at the 13th percentile for Police Recruit and Police Officer I classifications.
- ✓ Police Officer II and Police Sergeant ranked at the 28th percentile and 17th percentile respectively.

Health and Welfare Benefits: Through the gathering of the data for this study it was found that San Diego offers a variety of health plans, more than most other agencies. This provides more choice to employees but also increases the cost of health care premiums. When comparing costs for health care the Kaiser HMO rates were used for all agencies. For dental and vision plans the rates for the most commonly selected plans were used.

Pages 9 - 11 reflect that San Diego is in the minority of the surveyed agencies offering a cafeteria plan that provides the same amount of benefit dollars to all employees regardless of the type or level of health care coverage. Of the four agencies with this type of structure, San Diego's annual contribution is the lowest for all classifications except for Lieutenant. San Diego provides an additional benefits allotment of \$3,000 annually to Lieutenants in lieu of eligibility for overtime. Based on this, with the exception of the Lieutenant classification, San Diego's contribution provides:

- ✓ For single employees, 100% employer paid HMO health, dental and vision coverage. The remaining flex dollars (currently \$1,981 when electing all three types of coverage) may be applied towards other benefits, invested in a 401(k) or taken as a cash payment.
- ✓ For employees providing coverage to one dependent, 77.5% of the HMO health, dental and vision coverage cost is employer paid resulting in an annual cost of \$1,612 paid by the employee.
- ✓ For employees providing coverage to a family, 48.2% of the cost for HMO health, dental and vision coverage is paid by San Diego resulting in an annual cost of \$5,205 paid by the employee. This is third highest of all municipalities surveyed.

The above information is illustrated on pages 15, 18, 21, and 24 reflecting Net Take Home Pay for Employee and Family coverage. Pages 26 and 27 show the impact of the additional \$3,000 allotment on a Lieutenant's Employee Contribution for Health & Welfare and subsequently on take home pay.

Pension: Page 12 reflects various information about defined benefits pension plans. While the defined benefit pension plan offered by San Diego is in line with other agencies from a benefit perspective (3% at age 50), the employee contribution rate is the highest reported at 13.12% (based on an entry age into the plan of 28). This rate is the percentage of an employees' salary that is contributed towards the retirement plan.

EXECUTIVE SUMMARY - POLICE

Most of the agencies surveyed offset a portion of the employees' required contribution. Simply stated, through the collective bargaining process the employer may agree to pay a negotiated percentage of the employees' contribution. For San Diego, the employer offset for Police classifications is 4.1%, which falls toward the middle between agencies that offset 9% and those that offset 0%.

San Diego's offset results in an employee contribution of 9.02%. While this is the highest reported among the surveyed agencies, there are other cities with similar rates, such as Los Angeles at 9%, Fresno at 8% and Phoenix at 7.65%.

Net take home pay: When evaluating these factors together (base pay, health and welfare and pension employee costs) for the various classifications at the three benefit levels, we arrive at "net take home pay". Pages 13 – 27 provide the detailed information of how San Diego's maximum "net take home pay" compares among the agencies surveyed. In general it shows:

- ✓ Police Recruit is at 0 percentile
- ✓ Police Officer II and Sergeant (the bulk of the budgeted positions) in the 6th percentile
- ✓ Police Lieutenants ranked highest of all classifications in the 17th percentile.

In summary, while some of San Diego's salary and benefits are on par with other agencies, the cost of healthcare, particularly to those providing family coverage, in conjunction with employee pension contributions results in San Diego employees' take home pay falling in the bottom quartile of the survey group. However, single employees actually profit from San Diego's benefits structure by receiving the difference between the actual cost of health coverage and the total cafeteria allotment. This difference (\$1,981 for classifications other than Lieutenant and \$4,981 for Lieutenants) should be considered as additional compensation.

PREVALENCE OF POSITIONS

	POLICE POSITION				
	Police Recruit	Police Officer I	Police Officer II	Police Sergeant	Police Lieutenant
San Diego	•	•	•	•	•
Carlsbad	•	•	•	•	•
Chula Vista	•	•	•	•	•
El Cajon	•		•	•	•
Escondido	•	•	•	•	•
National City	•		•	•	•
Oceanside	•		•	•	•
San Diego County	•	•	•	•	•
Anaheim	•	•	•	•	•
Fresno	•		•	•	•
Long Beach	•		•	•	•
Los Angeles	•	•	•	•	•
Murrieta			•	•	•
Riverside	•	•	•	•	•
Sacramento	•		•	•	•
Santa Ana	•		•	•	•
County of Riverside	•	•	•	•	•
San Bernardino County			•	•	•
Phoenix	•	•	•	•	•
n = 19	89%	53%	100%	100%	100%
	Percent Matching Position				

COMPENSATION

	MINIMUM BASE PAY (PER YEAR)					MAXIMUM BASE PAY (PER YEAR)				
	Police Recruit	Police Officer I	Police Officer II	Police Sergeant	Police Lieutenant	Police Recruit	Police Officer I	Police Officer II	Police Sergeant	Police Lieutenant
San Diego	\$37,236	\$43,752	\$55,812	\$67,752	\$86,652	\$44,856	\$52,800	\$67,440	\$81,900	\$103,776
Carlsbad	\$47,238	n/a	\$55,660	\$71,038	\$81,000	\$57,418	n/a	\$67,655	\$86,347	\$117,504
Chula Vista	\$45,812	\$48,922	\$63,856	\$73,445	\$88,130	\$48,103	\$70,492	\$77,605	\$89,294	\$107,162
El Cajon	\$51,522	n/a	\$59,738	\$69,120	\$86,304	\$56,867	n/a	\$69,285	\$84,204	\$105,168
Escondido	\$47,832	\$52,728	\$64,092	\$70,656	\$88,824	\$47,832	\$61,032	\$70,656	\$90,180	\$119,916
National City	n/a	n/a	\$51,686	\$68,244	\$82,404	\$59,880	n/a	\$66,005	\$82,956	\$100,164
Oceanside	\$41,600	n/a	\$51,456	\$88,824	\$107,268	\$41,600	n/a	\$73,200	\$93,252	\$112,632
San Diego County	\$34,652	\$45,503	\$47,316	\$77,856	\$77,352	n/a	\$65,106	\$67,716	\$81,744	\$94,032
Anaheim	\$51,251	\$55,203	\$66,934	\$95,098	\$99,462	\$72,114	\$73,965	\$81,370	\$99,861	\$136,760
Fresno	\$49,644	n/a	\$57,348	\$69,132	\$78,588	\$52,128	n/a	\$69,720	\$84,048	\$98,652
Long Beach	\$47,064	n/a	\$52,284	\$66,456	\$78,816	\$47,064	n/a	\$64,752	\$84,576	\$97,272
Los Angeles	\$52,638	\$52,638	\$56,898	\$83,186	\$97,885	\$52,638	\$70,679	\$74,562	\$92,728	\$109,056
Murrieta	n/a	n/a	\$56,628	\$73,272	\$93,516	n/a	n/a	\$68,832	\$89,064	\$113,676
Riverside	\$47,376	\$56,460	\$68,652	\$79,440	\$90,672	\$47,376	\$65,340	\$72,060	\$91,944	\$118,620
Sacramento	\$36,336	n/a	\$50,592	\$64,812	\$83,364	\$42,060	n/a	\$61,500	\$78,780	\$125,040
Santa Ana	\$50,328	n/a	\$60,612	\$74,760	\$103,692	\$61,212	n/a	\$73,680	\$90,852	\$120,060
County of Riverside	\$46,123	\$51,587	\$54,020	\$66,617	\$79,511	\$57,121	\$69,227	\$72,493	\$87,069	\$103,890
San Bernardino County	n/a	n/a	\$46,155	\$62,109	\$71,614	n/a	n/a	\$64,646	\$86,861	\$100,277
Phoenix	\$33,488	\$38,875	\$51,293	\$49,982	\$60,736	\$46,384	\$48,506	\$60,882	\$72,862	\$88,338
Average	\$45,009	\$49,519	\$56,370	\$72,200	\$86,094	\$52,166	\$64,127	\$69,687	\$86,764	\$109,052
Median	\$47,151	\$51,587	\$55,812	\$70,656	\$86,304	\$50,116	\$65,340	\$69,285	\$86,861	\$107,162
San Diego	\$37,236	\$43,752	\$55,812	\$67,752	\$86,652	\$44,856	\$52,800	\$67,440	\$81,900	\$103,776
Percentile Rank	20%	13%	50%	28%	56%	13%	13%	28%	17%	33%

BENEFITS EMPLOYEE CONTRIBUTION

SINGLE

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego ⁽²⁾	\$2,987	\$520	\$87	\$3,594	\$5,575	\$0
Carlsbad ⁽³⁾	\$3,847	\$522	\$106	\$4,475	\$4,475	\$0
Chula Vista	\$3,468	\$240	\$96	\$3,804	\$3,708	\$96
El Cajon	\$4,320	\$370	\$148	\$4,838	\$4,838	\$0
Escondido	\$3,360	\$473	\$94	\$3,927	\$3,698	\$229
National City	\$3,698	\$311	n/p	\$4,009	\$3,994	\$16
Oceanside	\$3,248	\$246	n/a	\$3,494	\$6,540	\$0
San Diego County	\$3,657	\$572	\$119	\$4,348	\$2,904	\$1,444
Anaheim	\$3,646	\$631	*	\$4,277	\$4,167	\$109
Fresno ⁽⁴⁾	\$8,532	*	*	\$8,532	\$6,826	\$1,706
Long Beach ⁽⁴⁾	\$10,189	*	*	\$10,189	\$10,119	\$70
Los Angeles	\$6,543	\$816	n/a	\$7,359	\$7,359	\$0
Murrieta	\$3,912	\$1,140	\$391	\$5,443	\$5,443	\$0
Riverside	\$3,695	\$211	*	\$3,906	\$3,906	\$0
Sacramento	\$4,042	*	\$115	\$4,156	\$4,156	\$0
Santa Ana	\$8,520	\$960	\$186	\$9,666	\$9,480	\$186
County of Riverside	\$4,629	\$239	\$114	\$4,981	\$4,981	\$0
San Bernardino County	\$3,944	\$438	n/a	\$4,382	\$3,944	\$438
Phoenix	\$3,827	\$480	n/a	\$4,307	\$3,542	\$765

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/p = no program

n/a = not available or unknown

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ City of San Diego: Lieutenants receive an additional \$3,000 for the cafeteria plan, totaling \$8,575

⁽³⁾ Carlsbad: Vision cost data last updated in 12/03 (Calpacs)

⁽⁴⁾ Cities with Composite Rates (same rate regardless of number dependents).

BENEFITS

EMPLOYEE CONTRIBUTION

EMPLOYEE + 1 DEPENDENT

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego ⁽²⁾	\$5,975	\$1,038	\$174	\$7,187	\$5,575	\$1,612
Carlsbad ⁽³⁾	\$7,693	\$1,045	\$153	\$8,891	\$8,652	\$239
Chula Vista	\$6,948	\$396	\$168	\$7,512	\$7,344	\$168
El Cajon	\$8,652	\$370	\$296	\$9,318	\$6,600	\$2,718
Escondido	\$6,720	\$930	\$94	\$7,744	\$6,925	\$819
National City	\$7,397	\$504	n/p	\$7,901	\$6,746	\$1,155
Oceanside	\$6,499	\$406	n/a	\$6,905	\$6,540	\$365
San Diego County	\$7,314	\$1,144	\$275	\$8,733	\$4,608	\$4,125
Anaheim	\$7,357	\$1,078	*	\$8,436	\$8,215	\$221
Fresno ⁽⁴⁾	\$8,532	*	*	\$8,532	\$6,826	\$1,706
Long Beach ⁽⁴⁾	\$10,490	*	*	\$10,490	\$10,119	\$370
Los Angeles	\$9,292	\$816	n/a	\$10,108	\$7,475	\$2,633
Murrieta	\$7,680	\$1,140	\$391	\$9,211	\$8,340	\$871
Riverside	\$7,123	\$320	*	\$7,444	\$7,364	\$80
Sacramento	\$4,042	*	\$115	\$4,157	\$4,157	\$0
Santa Ana	\$8,520	\$960	\$186	\$9,666	\$9,480	\$186
County of Riverside	\$7,481	\$365	\$114	\$7,959	\$6,816	\$1,143
San Bernardino County	\$7,853	\$810	n/a	\$8,663	\$7,853	\$810
Phoenix ⁽⁴⁾	\$11,029	\$997	n/a	\$12,026	\$9,571	\$2,455

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/p = no program

n/a = not available or unknown

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ City of San Diego: Lieutenants receive an additional \$3,000 for the cafeteria plan, totaling \$8,575

⁽³⁾ Carlsbad: Vision cost data last updated in 12/03 (Calpacs)

⁽⁴⁾ Cities with Composite Rates (same rate regardless of number dependents).

BENEFITS

EMPLOYEE CONTRIBUTION

EMPLOYEE + FAMILY

	COST PER BENEFIT			TOTAL HEALTH & WELFARE COST	TOTAL EMPLOYER CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION
	Medical Plan Cost ⁽¹⁾	Dental Plan Cost	Vision Plan Cost			
San Diego ⁽²⁾	\$8,962	\$1,558	\$260	\$10,780	\$5,575	\$5,205
Carlsbad ⁽³⁾	\$10,001	\$1,478	\$275	\$11,754	\$10,668	\$1,086
Chula Vista	\$8,688	\$576	\$276	\$9,540	\$9,264	\$276
El Cajon	\$11,251	\$519	\$382	\$12,152	\$6,600	\$5,552
Escondido	\$9,508	\$1,595	\$94	\$11,198	\$9,601	\$1,597
National City	\$10,466	\$685	n/p	\$11,152	\$9,383	\$1,769
Oceanside	\$8,253	\$601	n/a	\$8,854	\$6,540	\$2,314
San Diego County	\$10,349	\$1,633	\$372	\$12,354	\$6,816	\$5,538
Anaheim	\$10,261	\$1,640	*	\$11,901	\$11,594	\$308
Fresno ⁽⁴⁾	\$8,532	*	*	\$8,532	\$6,826	\$1,706
Long Beach ⁽⁴⁾	\$10,790	*	*	\$10,790	\$10,119	\$670
Los Angeles	\$9,292	\$816	n/a	\$10,108	\$7,475	\$2,633
Murrieta	\$10,668	\$1,140	\$391	\$12,199	\$8,340	\$3,859
Riverside	\$9,674	\$477	*	\$10,151	\$8,755	\$1,396
Sacramento	\$10,751	*	\$115	\$10,865	\$9,960	\$905
Santa Ana	\$8,520	\$960	\$186	\$9,666	\$9,480	\$186
County of Riverside	\$9,414	\$574	\$114	\$10,101	\$6,816	\$3,285
San Bernardino County	\$11,097	\$1,378	n/a	\$12,475	\$11,097	\$1,378
Phoenix ⁽⁴⁾	\$11,029	\$997	n/a	\$12,026	\$9,571	\$2,455

Discrepancies on the order of +/- 1 are due to rounding issues.

* Included in Medical

n/p = no program

n/a = not available or unknown

⁽¹⁾ Kaiser HMO is used for comparative cost analysis

⁽²⁾ City of San Diego: Lieutenants receive an additional \$3,000 for the cafeteria plan, totaling \$8,575

⁽³⁾ Carlsbad: Vision cost data last updated in 12/03 (Calpacs)

⁽⁴⁾ Cities with Composite Rates (same rate regardless of number dependents).

BENEFITS

EMPLOYEE CONTRIBUTION

	PENSION			
	Employee Percentage	Offset	Net EE Percentage	Benefit Formula
San Diego ⁽¹⁾	13.12%	4.10%	9.02%	3% @ 50
Carlsbad	9.00%	9.00%	0.00%	3% @ 50
Chula Vista	9.00%	9.00%	0.00%	3% @ 50
El Cajon	9.00%	9.00%	0.00%	3% @ 50
Escondido	9.00%	9.00%	0.00%	3% @ 50
National City	9.00%	9.00%	0.00%	3% @ 50
Oceanside	9.00%	9.00%	0.00%	3% @ 50
San Diego County ⁽²⁾	12.06%	9.50%	2.56%	3% @ 50
Anaheim	9.00%	4.50%	4.50%	3% @ 50
Fresno ⁽³⁾	9.00%	1.00%	8.00%	2% @ 50
Long Beach	9.00%	8.00%	1.00%	3% @ 50
Los Angeles ⁽⁴⁾	9.00%	0.00%	9.00%	3% @ 50
Murrieta	9.00%	9.00%	0.00%	3% @ 50
Riverside	9.00%	9.00%	0.00%	3% @ 50
Sacramento	9.00%	9.00%	0.00%	3% @ 50
Santa Ana	9.00%	9.00%	0.00%	3% @ 50
County of Riverside	8.00%	8.00%	0.00%	3% @ 50
San Bernardino County ⁽⁵⁾	10.67%	7.00%	3.67%	3% @ 50
Phoenix ⁽⁶⁾	7.65%	0.00%	7.65%	2.5% @ 50

*** Notes**

⁽¹⁾ San Diego

Based on 28 years old at age of entry.

⁽²⁾ San Diego County

Based on 28 years old at age of entry.

Offset is 4.75% for up to 5 years of service, and 9.5% for 5-30 years.

Calculations employed: 4.75% Offset for Recruits and PO I, and 9.5% Offset for PO II, Sergeants and Lieutenants.

⁽³⁾ Fresno

Offset is 1% for PO Classifications, and Sergeants, and 4% for Lieutenants.

⁽⁴⁾ Los Angeles

Benefit Formula: 2.5% up to 20 yrs; 3% from 21 to 29 yrs; 3% from 31 to 33 yrs.

⁽⁵⁾ San Bernardino County

Based on 28 years old at age of entry.

⁽⁶⁾ Phoenix

2.5% up to 20 years, 2% for years 20-25 if less than 25 years service, 2.5% for all years if 25 or more years

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE RECRUIT – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$37,236	\$44,856	\$0	\$0	\$0	\$3,359	\$4,046	\$33,877	\$40,810
Carlsbad	\$47,238	\$57,418	\$0	\$0	\$0	\$0	\$0	\$47,238	\$57,418
Chula Vista	\$45,812	\$48,103	\$96	\$0	n/a	\$0	\$0	\$45,716	\$48,007
El Cajon	\$51,522	\$56,867	\$0	\$0	n/a	\$0	\$0	\$51,522	\$56,867
Escondido	\$47,832	\$47,832	\$229	\$0	n/a	\$0	\$0	\$47,603	\$47,603
National City	n/a	\$59,880	\$16	\$0	\$0	n/a	\$0	n/a	\$59,864
Oceanside	\$41,600	\$41,600	\$0	\$0	\$0	\$0	\$0	\$41,600	\$41,600
San Diego County	\$34,652	n/a	\$1,444	\$0	\$0	\$2,533	n/a	\$30,675	n/a
Anaheim	\$51,251	\$72,114	\$109	n/a	\$0	\$2,306	\$3,245	\$48,835	\$68,759
Fresno	\$49,644	\$52,128	\$1,706	\$0	\$0	\$3,972	\$4,170	\$43,966	\$46,251
Long Beach	\$47,064	\$47,064	\$70	n/a	\$0	\$471	\$471	\$46,523	\$46,523
Los Angeles	\$52,638	\$52,638	\$0	\$0	\$0	\$4,737	\$4,737	\$47,901	\$47,901
Murrieta	n/a	n/a	\$0	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$47,376	\$47,376	\$0	n/a	n/a	\$0	\$0	\$47,376	\$47,376
Sacramento	\$36,336	\$42,060	\$0	n/a	\$0	\$0	\$0	\$36,336	\$42,060
Santa Ana	\$50,328	\$61,212	\$186	n/a	\$0	\$0	\$0	\$50,142	\$61,026
County of Riverside	\$46,123	\$57,121	\$0	\$0	\$0	\$0	\$0	\$46,123	\$57,121
San Bernardino County	n/a	n/a	\$438	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$33,488	\$46,384	\$765	n/a	\$0	\$2,562	\$3,548	\$30,161	\$42,070
Average	\$45,009	\$52,166						\$43,475	\$50,704
Median	\$47,151	\$50,116						\$46,323	\$47,752
San Diego	\$37,236	\$44,856						\$33,877	\$40,810
Percentile Rank	20%	13%						13%	0%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE RECRUIT – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$37,236	\$44,856	\$1,612	\$0	\$0	\$3,359	\$4,046	\$32,265	\$39,198
Carlsbad	\$47,238	\$57,418	\$239	\$0	\$0	\$0	\$0	\$46,999	\$57,179
Chula Vista	\$45,812	\$48,103	\$168	\$0	n/a	\$0	\$0	\$45,644	\$47,935
El Cajon	\$51,522	\$56,867	\$2,718	\$0	n/a	\$0	\$0	\$48,804	\$54,149
Escondido	\$47,832	\$47,832	\$819	\$0	n/a	\$0	\$0	\$47,013	\$47,013
National City	n/a	\$59,880	\$1,155	\$0	\$0	n/a	\$0	n/a	\$58,725
Oceanside	\$41,600	\$41,600	\$365	\$0	\$0	\$0	\$0	\$41,235	\$41,235
San Diego County	\$34,652	n/a	\$4,125	\$0	\$0	\$2,533	n/a	\$27,994	n/a
Anaheim	\$51,251	\$72,114	\$221	n/a	\$0	\$2,306	\$3,245	\$48,724	\$68,648
Fresno	\$49,644	\$52,128	\$1,706	\$0	\$0	\$3,972	\$4,170	\$43,966	\$46,251
Long Beach	\$47,064	\$47,064	\$370	n/a	\$0	\$471	\$471	\$46,223	\$46,223
Los Angeles	\$52,638	\$52,638	\$2,633	\$0	\$0	\$4,737	\$4,737	\$45,268	\$45,268
Murrieta	n/a	n/a	\$871	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$47,376	\$47,376	\$80	n/a	n/a	\$0	\$0	\$47,296	\$47,296
Sacramento	\$36,336	\$42,060	\$0	n/a	\$0	\$0	\$0	\$36,336	\$42,060
Santa Ana	\$50,328	\$61,212	\$186	n/a	\$0	\$0	\$0	\$50,142	\$61,026
County of Riverside	\$46,123	\$57,121	\$1,143	\$0	\$0	\$0	\$0	\$44,980	\$55,978
San Bernardino County	n/a	n/a	\$810	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$33,488	\$46,384	\$2,455	n/a	\$0	\$2,562	\$3,548	\$28,471	\$40,381
Average	\$45,009	\$52,166						\$42,585	\$49,910
Median	\$47,151	\$50,116						\$45,456	\$47,154
San Diego	\$37,236	\$44,856						\$32,265	\$39,198
Percentile Rank	20%	13%						13%	0%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE RECRUIT – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$37,236	\$44,856	\$5,205	\$0	\$0	\$3,359	\$4,046	\$28,672	\$35,605
Carlsbad	\$47,238	\$57,418	\$1,086	\$0	\$0	\$0	\$0	\$46,152	\$56,332
Chula Vista	\$45,812	\$48,103	\$276	\$0	n/a	\$0	\$0	\$45,536	\$47,827
El Cajon	\$51,522	\$56,867	\$5,552	\$0	n/a	\$0	\$0	\$45,970	\$51,316
Escondido	\$47,832	\$47,832	\$1,597	\$0	n/a	\$0	\$0	\$46,235	\$46,235
National City	n/a	\$59,880	\$1,769	\$0	\$0	n/a	\$0	n/a	\$58,111
Oceanside	\$41,600	\$41,600	\$2,314	\$0	\$0	\$0	\$0	\$39,286	\$39,286
San Diego County	\$34,652	n/a	\$5,538	\$0	\$0	\$2,533	n/a	\$26,581	n/a
Anaheim	\$51,251	\$72,114	\$308	n/a	\$0	\$2,306	\$3,245	\$48,637	\$68,561
Fresno	\$49,644	\$52,128	\$1,706	\$0	\$0	\$3,972	\$4,170	\$43,966	\$46,251
Long Beach	\$47,064	\$47,064	\$670	n/a	\$0	\$471	\$471	\$45,923	\$45,923
Los Angeles	\$52,638	\$52,638	\$2,633	\$0	\$0	\$4,737	\$4,737	\$45,268	\$45,268
Murrieta	n/a	n/a	\$3,859	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$47,376	\$47,376	\$1,396	n/a	n/a	\$0	\$0	\$45,980	\$45,980
Sacramento	\$36,336	\$42,060	\$905	n/a	\$0	\$0	\$0	\$35,431	\$41,155
Santa Ana	\$50,328	\$61,212	\$186	n/a	\$0	\$0	\$0	\$50,142	\$61,026
County of Riverside	\$46,123	\$57,121	\$3,285	\$0	\$0	\$0	\$0	\$42,838	\$53,836
San Bernardino County	n/a	n/a	\$1,378	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$33,488	\$46,384	\$2,455	n/a	\$0	\$2,562	\$3,548	\$28,471	\$40,381
Average	\$45,009	\$52,166						\$41,568	\$48,943
Median	\$47,151	\$50,116						\$45,402	\$46,243
San Diego	\$37,236	\$44,856						\$28,672	\$35,605
Percentile Rank	20%	13%						13%	0%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER I – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$43,752	\$52,800	\$0	\$0	\$0	\$3,946	\$4,763	\$39,806	\$48,037
Carlsbad	n/a	n/a	\$0	\$0	\$0	n/a	n/a	n/a	n/a
Chula Vista	\$48,922	\$70,492	\$96	\$0	n/a	\$0	\$0	\$48,826	\$70,396
El Cajon	n/a	n/a	\$0	\$0	n/a	n/a	n/a	n/a	n/a
Escondido	\$52,728	\$61,032	\$229	\$0	n/a	\$0	\$0	\$52,499	\$60,803
National City	n/a	n/a	\$16	\$0	\$0	n/a	n/a	n/a	n/a
Oceanside	n/a	n/a	\$0	\$0	\$0	n/a	n/a	n/a	n/a
San Diego County	\$45,503	\$65,106	\$1,444	\$0	\$0	\$3,326	\$4,759	\$40,733	\$58,903
Anaheim	\$55,203	\$73,965	\$109	n/a	\$0	\$2,484	\$3,328	\$52,609	\$70,527
Fresno	n/a	n/a	\$1,706	\$0	\$0	n/a	n/a	n/a	n/a
Long Beach	n/a	n/a	\$70	n/a	\$0	n/a	n/a	n/a	n/a
Los Angeles	\$52,638	\$70,679	\$0	\$0	\$0	\$4,737	\$6,361	\$47,901	\$64,318
Murrieta	n/a	n/a	\$0	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$56,460	\$65,340	\$0	n/a	n/a	\$0	\$0	\$56,460	\$65,340
Sacramento	n/a	n/a	\$0	n/a	\$0	n/a	n/a	n/a	n/a
Santa Ana	n/a	n/a	\$186	n/a	\$0	n/a	n/a	n/a	n/a
County of Riverside	\$51,587	\$69,227	\$0	\$0	\$0	\$0	\$0	\$51,587	\$69,227
San Bernardino County	n/a	n/a	\$438	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$38,875	\$48,506	\$765	n/a	\$0	\$2,974	\$3,711	\$35,136	\$44,030
Average	\$49,519	\$64,127						\$47,284	\$61,287
Median	\$51,587	\$65,340						\$48,826	\$64,318
San Diego	\$43,752	\$52,800						\$39,806	\$48,037
Percentile Rank	13%	13%						13%	13%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER I – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$43,752	\$52,800	\$1,612	\$0	\$0	\$3,946	\$4,763	\$38,194	\$46,425
Carlsbad	n/a	n/a	\$239	\$0	\$0	n/a	n/a	n/a	n/a
Chula Vista	\$48,922	\$70,492	\$168	\$0	n/a	\$0	\$0	\$48,754	\$70,324
El Cajon	n/a	n/a	\$2,718	\$0	n/a	n/a	n/a	n/a	n/a
Escondido	\$52,728	\$61,032	\$819	\$0	n/a	\$0	\$0	\$51,909	\$60,213
National City	n/a	n/a	\$1,155	\$0	\$0	n/a	n/a	n/a	n/a
Oceanside	n/a	n/a	\$365	\$0	\$0	n/a	n/a	n/a	n/a
San Diego County	\$45,503	\$65,106	\$4,125	\$0	\$0	\$3,326	\$4,759	\$38,052	\$56,222
Anaheim	\$55,203	\$73,965	\$221	n/a	\$0	\$2,484	\$3,328	\$52,498	\$70,416
Fresno	n/a	n/a	\$1,706	\$0	\$0	n/a	n/a	n/a	n/a
Long Beach	n/a	n/a	\$370	n/a	\$0	n/a	n/a	n/a	n/a
Los Angeles	\$52,638	\$70,679	\$2,633	\$0	\$0	\$4,737	\$6,361	\$45,268	\$61,685
Murrieta	n/a	n/a	\$871	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$56,460	\$65,340	\$80	n/a	n/a	\$0	\$0	\$56,380	\$65,260
Sacramento	n/a	n/a	\$0	n/a	\$0	n/a	n/a	n/a	n/a
Santa Ana	n/a	n/a	\$186	n/a	\$0	n/a	n/a	n/a	n/a
County of Riverside	\$51,587	\$69,227	\$1,143	\$0	\$0	\$0	\$0	\$50,444	\$68,084
San Bernardino County	n/a	n/a	\$810	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$38,875	\$48,506	\$2,455	n/a	\$0	\$2,974	\$3,711	\$33,446	\$42,340
Average	\$49,519	\$64,127						\$46,105	\$60,108
Median	\$51,587	\$65,340						\$48,754	\$61,685
San Diego	\$43,752	\$52,800						\$38,194	\$46,425
Percentile Rank	13%	13%						25%	13%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER I – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$43,752	\$52,800	\$5,205	\$0	\$0	\$3,946	\$4,763	\$34,601	\$42,832
Carlsbad	n/a	n/a	\$1,086	\$0	\$0	n/a	n/a	n/a	n/a
Chula Vista	\$48,922	\$70,492	\$276	\$0	n/a	\$0	\$0	\$48,646	\$70,216
El Cajon	n/a	n/a	\$5,552	\$0	n/a	n/a	n/a	n/a	n/a
Escondido	\$52,728	\$61,032	\$1,597	\$0	n/a	\$0	\$0	\$51,131	\$59,435
National City	n/a	n/a	\$1,769	\$0	\$0	n/a	n/a	n/a	n/a
Oceanside	n/a	n/a	\$2,314	\$0	\$0	n/a	n/a	n/a	n/a
San Diego County	\$45,503	\$65,106	\$5,538	\$0	\$0	\$3,326	\$4,759	\$36,639	\$54,809
Anaheim	\$55,203	\$73,965	\$308	n/a	\$0	\$2,484	\$3,328	\$52,411	\$70,329
Fresno	n/a	n/a	\$1,706	\$0	\$0	n/a	n/a	n/a	n/a
Long Beach	n/a	n/a	\$670	n/a	\$0	n/a	n/a	n/a	n/a
Los Angeles	\$52,638	\$70,679	\$2,633	\$0	\$0	\$4,737	\$6,361	\$45,268	\$61,685
Murrieta	n/a	n/a	\$3,859	n/a	\$0	n/a	n/a	n/a	n/a
Riverside	\$56,460	\$65,340	\$1,396	n/a	n/a	\$0	\$0	\$55,064	\$63,944
Sacramento	n/a	n/a	\$905	n/a	\$0	n/a	n/a	n/a	n/a
Santa Ana	n/a	n/a	\$186	n/a	\$0	n/a	n/a	n/a	n/a
County of Riverside	\$51,587	\$69,227	\$3,285	\$0	\$0	\$0	\$0	\$48,302	\$65,942
San Bernardino County	n/a	n/a	\$1,378	n/a	\$0	n/a	n/a	n/a	n/a
Phoenix	\$38,875	\$48,506	\$2,455	n/a	\$0	\$2,974	\$3,711	\$33,446	\$42,340
Average	\$49,519	\$64,127						\$45,056	\$59,059
Median	\$51,587	\$65,340						\$48,302	\$61,685
San Diego	\$43,752	\$52,800						\$34,601	\$42,832
Percentile Rank	13%	13%						13%	13%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER II – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$55,812	\$67,440	\$0	\$0	\$0	\$5,034	\$6,083	\$50,778	\$61,357
Carlsbad	\$55,660	\$67,655	\$0	\$0	\$0	\$0	\$0	\$55,660	\$67,655
Chula Vista	\$63,856	\$77,605	\$96	\$0	n/a	\$0	\$0	\$63,760	\$77,509
El Cajon	\$59,738	\$69,285	\$0	\$0	n/a	\$0	\$0	\$59,738	\$69,285
Escondido	\$64,092	\$70,656	\$229	\$0	n/a	\$0	\$0	\$63,863	\$70,427
National City	\$51,686	\$66,005	\$16	\$0	\$0	\$0	\$0	\$51,670	\$65,989
Oceanside	\$51,456	\$73,200	\$0	\$0	\$0	\$0	\$0	\$51,456	\$73,200
San Diego County	\$47,316	\$67,716	\$1,444	\$0	\$0	\$1,211	\$1,734	\$44,661	\$64,539
Anaheim	\$66,934	\$81,370	\$109	n/a	\$0	\$3,012	\$3,662	\$63,813	\$77,599
Fresno	\$57,348	\$69,720	\$1,706	\$0	\$0	\$4,588	\$5,578	\$51,054	\$62,436
Long Beach	\$52,284	\$64,752	\$70	n/a	\$0	\$523	\$648	\$51,691	\$64,034
Los Angeles	\$56,898	\$74,562	\$0	\$0	\$0	\$5,121	\$6,711	\$51,777	\$67,851
Murrieta	\$56,628	\$68,832	\$0	n/a	\$0	\$0	\$0	\$56,628	\$68,832
Riverside	\$68,652	\$72,060	\$0	n/a	n/a	\$0	\$0	\$68,652	\$72,060
Sacramento	\$50,592	\$61,500	\$0	n/a	\$0	\$0	\$0	\$50,592	\$61,500
Santa Ana	\$60,612	\$73,680	\$186	n/a	\$0	\$0	\$0	\$60,426	\$73,494
County of Riverside	\$54,020	\$72,493	\$0	\$0	\$0	\$0	\$0	\$54,020	\$72,493
San Bernardino County	\$46,155	\$64,646	\$438	n/a	\$0	\$1,694	\$2,373	\$44,024	\$61,836
Phoenix	\$51,293	\$60,882	\$765	n/a	\$0	\$3,924	\$4,657	\$46,604	\$55,459
Average	\$56,370	\$69,687						\$54,782	\$67,766
Median	\$55,812	\$69,285						\$51,777	\$67,851
San Diego	\$55,812	\$67,440						\$50,778	\$61,357
Percentile Rank	50%	28%						22%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER II – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$55,812	\$67,440	\$1,612	\$0	\$0	\$5,034	\$6,083	\$49,166	\$59,745
Carlsbad	\$55,660	\$67,655	\$239	\$0	\$0	\$0	\$0	\$55,421	\$67,416
Chula Vista	\$63,856	\$77,605	\$168	\$0	n/a	\$0	\$0	\$63,688	\$77,437
El Cajon	\$59,738	\$69,285	\$2,718	\$0	n/a	\$0	\$0	\$57,020	\$66,567
Escondido	\$64,092	\$70,656	\$819	\$0	n/a	\$0	\$0	\$63,273	\$69,837
National City	\$51,686	\$66,005	\$1,155	\$0	\$0	\$0	\$0	\$50,531	\$64,850
Oceanside	\$51,456	\$73,200	\$365	\$0	\$0	\$0	\$0	\$51,091	\$72,835
San Diego County	\$47,316	\$67,716	\$4,125	\$0	\$0	\$1,211	\$1,734	\$41,980	\$61,858
Anaheim	\$66,934	\$81,370	\$221	n/a	\$0	\$3,012	\$3,662	\$63,701	\$77,488
Fresno	\$57,348	\$69,720	\$1,706	\$0	\$0	\$4,588	\$5,578	\$51,054	\$62,436
Long Beach	\$52,284	\$64,752	\$370	n/a	\$0	\$523	\$648	\$51,391	\$63,734
Los Angeles	\$56,898	\$74,562	\$2,633	\$0	\$0	\$5,121	\$6,711	\$49,144	\$65,218
Murrieta	\$56,628	\$68,832	\$871	n/a	\$0	\$0	\$0	\$55,757	\$67,961
Riverside	\$68,652	\$72,060	\$80	n/a	n/a	\$0	\$0	\$68,572	\$71,980
Sacramento	\$50,592	\$61,500	\$0	n/a	\$0	\$0	\$0	\$50,592	\$61,500
Santa Ana	\$60,612	\$73,680	\$186	n/a	\$0	\$0	\$0	\$60,426	\$73,494
County of Riverside	\$54,020	\$72,493	\$1,143	\$0	\$0	\$0	\$0	\$52,877	\$71,350
San Bernardino County	\$46,155	\$64,646	\$810	n/a	\$0	\$1,694	\$2,373	\$43,651	\$61,464
Phoenix	\$51,293	\$60,882	\$2,455	n/a	\$0	\$3,924	\$4,657	\$44,914	\$53,769
Average	\$56,370	\$69,687						\$53,908	\$66,891
Median	\$55,812	\$69,285						\$51,391	\$66,567
San Diego	\$55,812	\$67,440						\$49,166	\$59,745
Percentile Rank	50%	28%						22%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE OFFICER II – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$55,812	\$67,440	\$5,205	\$0	\$0	\$5,034	\$6,083	\$45,573	\$56,152
Carlsbad	\$55,660	\$67,655	\$1,086	\$0	\$0	\$0	\$0	\$54,574	\$66,569
Chula Vista	\$63,856	\$77,605	\$276	\$0	n/a	\$0	\$0	\$63,580	\$77,329
El Cajon	\$59,738	\$69,285	\$5,552	\$0	n/a	\$0	\$0	\$54,186	\$63,733
Escondido	\$64,092	\$70,656	\$1,597	\$0	n/a	\$0	\$0	\$62,495	\$69,059
National City	\$51,686	\$66,005	\$1,769	\$0	\$0	\$0	\$0	\$49,917	\$64,236
Oceanside	\$51,456	\$73,200	\$2,314	\$0	\$0	\$0	\$0	\$49,142	\$70,886
San Diego County	\$47,316	\$67,716	\$5,538	\$0	\$0	\$1,211	\$1,734	\$40,567	\$60,444
Anaheim	\$66,934	\$81,370	\$308	n/a	\$0	\$3,012	\$3,662	\$63,614	\$77,401
Fresno	\$57,348	\$69,720	\$1,706	\$0	\$0	\$4,588	\$5,578	\$51,054	\$62,436
Long Beach	\$52,284	\$64,752	\$670	n/a	\$0	\$523	\$648	\$51,091	\$63,434
Los Angeles	\$56,898	\$74,562	\$2,633	\$0	\$0	\$5,121	\$6,711	\$49,144	\$65,218
Murrieta	\$56,628	\$68,832	\$3,859	n/a	\$0	\$0	\$0	\$52,769	\$64,973
Riverside	\$68,652	\$72,060	\$1,396	n/a	n/a	\$0	\$0	\$67,256	\$70,664
Sacramento	\$50,592	\$61,500	\$905	n/a	\$0	\$0	\$0	\$49,687	\$60,595
Santa Ana	\$60,612	\$73,680	\$186	n/a	\$0	\$0	\$0	\$60,426	\$73,494
County of Riverside	\$54,020	\$72,493	\$3,285	\$0	\$0	\$0	\$0	\$50,735	\$69,208
San Bernardino County	\$46,155	\$64,646	\$1,378	n/a	\$0	\$1,694	\$2,373	\$43,083	\$60,895
Phoenix	\$51,293	\$60,882	\$2,455	n/a	\$0	\$3,924	\$4,657	\$44,914	\$53,769
Average	\$56,370	\$69,687						\$52,832	\$65,816
Median	\$55,812	\$69,285						\$51,054	\$64,973
San Diego	\$55,812	\$67,440						\$45,573	\$56,152
Percentile Rank	50%	28%						17%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE SERGEANT – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,752	\$81,900	\$0	\$0	\$0	\$6,111	\$7,387	\$61,641	\$74,513
Carlsbad	\$71,038	\$86,347	\$0	\$0	\$0	\$0	\$0	\$71,038	\$86,347
Chula Vista	\$73,445	\$89,294	\$96	\$0	n/a	\$0	\$0	\$73,349	\$89,198
El Cajon	\$69,120	\$84,204	\$0	\$0	n/a	\$0	\$0	\$69,120	\$84,204
Escondido	\$70,656	\$90,180	\$229	\$0	n/a	\$0	\$0	\$70,427	\$89,951
National City	\$68,244	\$82,956	\$16	\$0	\$0	\$0	\$0	\$68,228	\$82,940
Oceanside	\$88,824	\$93,252	\$0	\$0	\$0	\$0	\$0	\$88,824	\$93,252
San Diego County	\$77,856	\$81,744	\$1,444	\$0	\$0	\$1,993	\$2,093	\$74,419	\$78,207
Anaheim	\$95,098	\$99,861	\$109	n/a	\$0	\$4,279	\$4,494	\$90,709	\$95,258
Fresno	\$69,132	\$84,048	\$1,706	\$0	\$0	\$5,531	\$6,724	\$61,895	\$75,618
Long Beach	\$66,456	\$84,576	\$70	n/a	\$0	\$665	\$846	\$65,721	\$83,660
Los Angeles	\$83,186	\$92,728	\$0	\$0	\$0	\$7,487	\$8,346	\$75,699	\$84,382
Murrieta	\$73,272	\$89,064	\$0	n/a	\$0	\$0	\$0	\$73,272	\$89,064
Riverside	\$79,440	\$91,944	\$0	n/a	n/a	\$0	\$0	\$79,440	\$91,944
Sacramento	\$64,812	\$78,780	\$0	n/a	\$0	\$0	\$0	\$64,812	\$78,780
Santa Ana	\$74,760	\$90,852	\$186	n/a	\$0	\$0	\$0	\$74,574	\$90,666
County of Riverside	\$66,617	\$87,069	\$0	\$0	\$0	\$0	\$0	\$66,617	\$87,069
San Bernardino County	\$62,109	\$86,861	\$438	n/a	\$0	\$2,279	\$3,188	\$59,392	\$83,236
Phoenix	\$49,982	\$72,862	\$765	n/a	\$0	\$3,824	\$5,574	\$45,393	\$66,523
Average	\$72,200	\$86,764						\$70,241	\$84,464
Median	\$70,656	\$86,861						\$70,427	\$84,382
San Diego	\$67,752	\$81,900						\$61,641	\$74,513
Percentile Rank	28%	17%						11%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE SERGEANT – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,752	\$81,900	\$1,612	\$0	\$0	\$6,111	\$7,387	\$60,029	\$72,901
Carlsbad	\$71,038	\$86,347	\$239	\$0	\$0	\$0	\$0	\$70,799	\$86,108
Chula Vista	\$73,445	\$89,294	\$168	\$0	n/a	\$0	\$0	\$73,277	\$89,126
El Cajon	\$69,120	\$84,204	\$2,718	\$0	n/a	\$0	\$0	\$66,402	\$81,486
Escondido	\$70,656	\$90,180	\$819	\$0	n/a	\$0	\$0	\$69,837	\$89,361
National City	\$68,244	\$82,956	\$1,155	\$0	\$0	\$0	\$0	\$67,089	\$81,801
Oceanside	\$88,824	\$93,252	\$365	\$0	\$0	\$0	\$0	\$88,459	\$92,887
San Diego County	\$77,856	\$81,744	\$4,125	\$0	\$0	\$1,993	\$2,093	\$71,738	\$75,527
Anaheim	\$95,098	\$99,861	\$221	n/a	\$0	\$4,279	\$4,494	\$90,598	\$95,147
Fresno	\$69,132	\$84,048	\$1,706	\$0	\$0	\$5,531	\$6,724	\$61,895	\$75,618
Long Beach	\$66,456	\$84,576	\$370	n/a	\$0	\$665	\$846	\$65,421	\$83,360
Los Angeles	\$83,186	\$92,728	\$2,633	\$0	\$0	\$7,487	\$8,346	\$73,066	\$81,749
Murrieta	\$73,272	\$89,064	\$871	n/a	\$0	\$0	\$0	\$72,401	\$88,193
Riverside	\$79,440	\$91,944	\$80	n/a	n/a	\$0	\$0	\$79,360	\$91,864
Sacramento	\$64,812	\$78,780	\$0	n/a	\$0	\$0	\$0	\$64,812	\$78,780
Santa Ana	\$74,760	\$90,852	\$186	n/a	\$0	\$0	\$0	\$74,574	\$90,666
County of Riverside	\$66,617	\$87,069	\$1,143	\$0	\$0	\$0	\$0	\$65,474	\$85,926
San Bernardino County	\$62,109	\$86,861	\$810	n/a	\$0	\$2,279	\$3,188	\$59,020	\$82,863
Phoenix	\$49,982	\$72,862	\$2,455	n/a	\$0	\$3,824	\$5,574	\$43,703	\$64,833
Average	\$72,200	\$86,764						\$69,366	\$83,589
Median	\$70,656	\$86,861						\$69,837	\$83,360
San Diego	\$67,752	\$81,900						\$60,029	\$72,901
Percentile Rank	28%	17%						11%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE SERGEANT – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego	\$67,752	\$81,900	\$5,205	\$0	\$0	\$6,111	\$7,387	\$56,436	\$69,308
Carlsbad	\$71,038	\$86,347	\$1,086	\$0	\$0	\$0	\$0	\$69,952	\$85,261
Chula Vista	\$73,445	\$89,294	\$276	\$0	n/a	\$0	\$0	\$73,169	\$89,018
El Cajon	\$69,120	\$84,204	\$5,552	\$0	n/a	\$0	\$0	\$63,568	\$78,652
Escondido	\$70,656	\$90,180	\$1,597	\$0	n/a	\$0	\$0	\$69,059	\$88,583
National City	\$68,244	\$82,956	\$1,769	\$0	\$0	\$0	\$0	\$66,475	\$81,187
Oceanside	\$88,824	\$93,252	\$2,314	\$0	\$0	\$0	\$0	\$86,510	\$90,938
San Diego County	\$77,856	\$81,744	\$5,538	\$0	\$0	\$1,993	\$2,093	\$70,325	\$74,113
Anaheim	\$95,098	\$99,861	\$308	n/a	\$0	\$4,279	\$4,494	\$90,511	\$95,059
Fresno	\$69,132	\$84,048	\$1,706	\$0	\$0	\$5,531	\$6,724	\$61,895	\$75,618
Long Beach	\$66,456	\$84,576	\$670	n/a	\$0	\$665	\$846	\$65,121	\$83,060
Los Angeles	\$83,186	\$92,728	\$2,633	\$0	\$0	\$7,487	\$8,346	\$73,066	\$81,749
Murrieta	\$73,272	\$89,064	\$3,859	n/a	\$0	\$0	\$0	\$69,413	\$85,205
Riverside	\$79,440	\$91,944	\$1,396	n/a	n/a	\$0	\$0	\$78,044	\$90,548
Sacramento	\$64,812	\$78,780	\$905	n/a	\$0	\$0	\$0	\$63,907	\$77,875
Santa Ana	\$74,760	\$90,852	\$186	n/a	\$0	\$0	\$0	\$74,574	\$90,666
County of Riverside	\$66,617	\$87,069	\$3,285	\$0	\$0	\$0	\$0	\$63,332	\$83,784
San Bernardino County	\$62,109	\$86,861	\$1,378	n/a	\$0	\$2,279	\$3,188	\$58,451	\$82,295
Phoenix	\$49,982	\$72,862	\$2,455	n/a	\$0	\$3,824	\$5,574	\$43,703	\$64,833
Average	\$72,200	\$86,764						\$68,290	\$82,513
Median	\$70,656	\$86,861						\$69,059	\$83,060
San Diego	\$67,752	\$81,900						\$56,436	\$69,308
Percentile Rank	28%	17%						6%	6%

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE LIEUTENANT – SINGLE

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego ⁽¹⁾	\$86,652	\$103,776	\$0	\$0	\$0	\$7,816	\$9,361	\$78,836	\$94,415
Carlsbad	\$81,000	\$117,504	\$0	\$0	\$0	\$0	\$0	\$81,000	\$117,504
Chula Vista	\$88,130	\$107,162	\$96	\$0	n/a	\$0	\$0	\$88,034	\$107,066
El Cajon	\$86,304	\$105,168	\$0	\$0	n/a	\$0	\$0	\$86,304	\$105,168
Escondido	\$88,824	\$119,916	\$229	\$0	n/a	\$0	\$0	\$88,595	\$119,687
National City	\$82,404	\$100,164	\$16	\$0	\$0	\$0	\$0	\$82,388	\$100,148
Oceanside	\$107,268	\$112,632	\$0	\$0	\$0	\$0	\$0	\$107,268	\$112,632
San Diego County	\$77,352	\$94,032	\$1,444	\$0	\$0	\$1,980	\$2,407	\$73,928	\$90,181
Anaheim	\$99,462	\$136,760	\$109	n/a	\$0	\$4,476	\$6,154	\$94,877	\$130,496
Fresno	\$78,588	\$98,652	\$1,706	\$0	\$0	\$3,929	\$4,933	\$72,952	\$92,013
Long Beach	\$78,816	\$97,272	\$70	n/a	\$0	\$788	\$973	\$77,958	\$96,229
Los Angeles	\$97,885	\$109,056	\$0	\$0	\$0	\$8,810	\$9,815	\$89,075	\$99,241
Murrieta	\$93,516	\$113,676	\$0	n/a	\$0	\$0	\$0	\$93,516	\$113,676
Riverside	\$90,672	\$118,620	\$0	n/a	n/a	\$0	\$0	\$90,672	\$118,620
Sacramento	\$83,364	\$125,040	\$0	n/a	\$0	\$0	\$0	\$83,364	\$125,040
Santa Ana	\$103,692	\$120,060	\$186	n/a	\$0	\$0	\$0	\$103,506	\$119,874
County of Riverside	\$79,511	\$103,890	\$0	\$0	\$0	\$0	\$0	\$79,511	\$103,890
San Bernardino County	\$71,614	\$100,277	\$438	n/a	\$0	\$2,628	\$3,680	\$68,548	\$96,159
Phoenix	\$60,736	\$88,338	\$765	n/a	\$0	\$4,646	\$6,758	\$55,324	\$80,815
Average	\$86,094	\$109,052						\$83,982	\$106,466
Median	\$86,304	\$107,162						\$83,364	\$105,168
San Diego	\$86,652	\$103,776						\$78,836	\$94,415
Percentile Rank	56%	33%						28%	17%

(1) City of San Diego: Lieutenants receive an additional \$3,000.00 for the cafeteria plan, totaling \$8,575.00

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE LIEUTENANT – EMPLOYEE + 1 DEPENDENT

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego ⁽¹⁾	\$86,652	\$103,776	\$0	\$0	\$0	\$7,816	\$9,361	\$78,836	\$94,415
Carlsbad	\$81,000	\$117,504	\$239	\$0	\$0	\$0	\$0	\$80,761	\$117,265
Chula Vista	\$88,130	\$107,162	\$168	\$0	n/a	\$0	\$0	\$87,962	\$106,994
El Cajon	\$86,304	\$105,168	\$2,718	\$0	n/a	\$0	\$0	\$83,586	\$102,450
Escondido	\$88,824	\$119,916	\$819	\$0	n/a	\$0	\$0	\$88,005	\$119,097
National City	\$82,404	\$100,164	\$1,155	\$0	\$0	\$0	\$0	\$81,249	\$99,009
Oceanside	\$107,268	\$112,632	\$365	\$0	\$0	\$0	\$0	\$106,903	\$112,267
San Diego County	\$77,352	\$94,032	\$4,125	\$0	\$0	\$1,980	\$2,407	\$71,247	\$87,500
Anaheim	\$99,462	\$136,760	\$221	n/a	\$0	\$4,476	\$6,154	\$94,765	\$130,385
Fresno	\$78,588	\$98,652	\$1,706	\$0	\$0	\$3,929	\$4,933	\$72,952	\$92,013
Long Beach	\$78,816	\$97,272	\$370	n/a	\$0	\$788	\$973	\$77,658	\$95,929
Los Angeles	\$97,885	\$109,056	\$2,633	\$0	\$0	\$8,810	\$9,815	\$86,442	\$96,608
Murrieta	\$93,516	\$113,676	\$871	n/a	\$0	\$0	\$0	\$92,645	\$112,805
Riverside	\$90,672	\$118,620	\$80	n/a	n/a	\$0	\$0	\$90,592	\$118,540
Sacramento	\$83,364	\$125,040	\$0	n/a	\$0	\$0	\$0	\$83,364	\$125,040
Santa Ana	\$103,692	\$120,060	\$186	n/a	\$0	\$0	\$0	\$103,506	\$119,874
County of Riverside	\$79,511	\$103,890	\$1,143	\$0	\$0	\$0	\$0	\$78,368	\$102,747
San Bernardino County	\$71,614	\$100,277	\$810	n/a	\$0	\$2,628	\$3,680	\$68,176	\$95,787
Phoenix	\$60,736	\$88,338	\$2,455	n/a	\$0	\$4,646	\$6,758	\$53,635	\$79,125
Average	\$86,094	\$109,052						\$83,192	\$105,676
Median	\$86,304	\$107,162						\$83,364	\$102,747
San Diego	\$86,652	\$103,776						\$78,836	\$94,415
Percentile Rank	56%	33%						33%	17%

⁽¹⁾ City of San Diego: Lieutenants receive an additional \$3,000.00 for the cafeteria plan, totaling \$8,575.00

NET TAKE HOME PAY

City of San Diego vs. All Agencies

POLICE LIEUTENANT – EMPLOYEE + FAMILY

	BASE SALARY		EMPLOYEE CONTRIBUTION					TAKE HOME	
	Minimum	Maximum	Health & Welfare	Life Insurance	LTD	Pension (Min)	Pension (Max)	Minimum	Maximum
San Diego ⁽¹⁾	\$86,652	\$103,776	\$2,205	\$0	\$0	\$7,816	\$9,361	\$76,631	\$92,210
Carlsbad	\$81,000	\$117,504	\$1,086	\$0	\$0	\$0	\$0	\$79,914	\$116,418
Chula Vista	\$88,130	\$107,162	\$276	\$0	n/a	\$0	\$0	\$87,854	\$106,886
El Cajon	\$86,304	\$105,168	\$5,552	\$0	n/a	\$0	\$0	\$80,752	\$99,616
Escondido	\$88,824	\$119,916	\$1,597	\$0	n/a	\$0	\$0	\$87,227	\$118,319
National City	\$82,404	\$100,164	\$1,769	\$0	\$0	\$0	\$0	\$80,635	\$98,395
Oceanside	\$107,268	\$112,632	\$2,314	\$0	\$0	\$0	\$0	\$104,954	\$110,318
San Diego County	\$77,352	\$94,032	\$5,538	\$0	\$0	\$1,980	\$2,407	\$69,834	\$86,087
Anaheim	\$99,462	\$136,760	\$308	n/a	\$0	\$4,476	\$6,154	\$94,678	\$130,298
Fresno	\$78,588	\$98,652	\$1,706	\$0	\$0	\$3,929	\$4,933	\$72,952	\$92,013
Long Beach	\$78,816	\$97,272	\$670	n/a	\$0	\$788	\$973	\$77,358	\$95,629
Los Angeles	\$97,885	\$109,056	\$2,633	\$0	\$0	\$8,810	\$9,815	\$86,442	\$96,608
Murrieta	\$93,516	\$113,676	\$3,859	n/a	\$0	\$0	\$0	\$89,657	\$109,817
Riverside	\$90,672	\$118,620	\$1,396	n/a	n/a	\$0	\$0	\$89,276	\$117,224
Sacramento	\$83,364	\$125,040	\$905	n/a	\$0	\$0	\$0	\$82,459	\$124,135
Santa Ana	\$103,692	\$120,060	\$186	n/a	\$0	\$0	\$0	\$103,506	\$119,874
County of Riverside	\$79,511	\$103,890	\$3,285	\$0	\$0	\$0	\$0	\$76,226	\$100,605
San Bernardino County	\$71,614	\$100,277	\$1,378	n/a	\$0	\$2,628	\$3,680	\$67,608	\$95,219
Phoenix	\$60,736	\$88,338	\$2,455	n/a	\$0	\$4,646	\$6,758	\$53,635	\$79,125
Average	\$86,094	\$109,052						\$82,189	\$104,673
Median	\$86,304	\$107,162						\$80,752	\$100,605
San Diego	\$86,652	\$103,776						\$76,631	\$92,210
Percentile Rank	56%	33%						28%	17%

(1) City of San Diego: Lieutenants receive an additional \$3,000.00 for the cafeteria plan, totaling \$8,575.00

COMPENSATION

	Tuition Reimbursement	Uniform Allowance	Bilingual Pay	Sign-on Bonus	Special Assignment Pay	Acting Pay/Out-of-Class Assignment	Shift Differential Pay	Call Back Pay	Stand-By Pay
San Diego	•	•	•		•	•	•	•	•
Carlsbad	•	•	•		•			•	•
Chula Vista	•	•	•		•	•	•	•	•
El Cajon	•	•	•		•	•		•	
Escondido	•	•	•		•	•	•	•	•
National City									
Oceanside	•	•	•	•	•	•	•	•	
San Diego County	•	•	•	•			•		
Anaheim	•	•	•		•	•	•	•	•
Fresno	•	•	•		•	•	•	•	•
Long Beach	•		•		•	•	•	•	•
Los Angeles		•	•	•	•	•			•
Murrieta	•	•	•		•	•	•	•	•
Riverside		•	•	•	•	•	•	•	•
Sacramento	•	•	•		•	•	•	•	•
Santa Ana	•		•		•	•	•	•	•
County of Riverside	•	•	•		•	•		•	•
San Bernardino County	•	•	•		•				•
Phoenix	•	•	•		•	•	•	•	•
Percent Offering Add-On Benefit	89%	89%	100%	22%	94%	83%	72%	83%	83%
n = 18									

COMPENSATION

	POLICE WORK SCHEDULE			
	5/8 Schedule	4/10 Schedule	3/12 Schedule	Other
San Diego		•		
Carlsbad		•	•	
Chula Vista		•		9/80 Schedule
El Cajon			•	
Escondido		•		
National City				
Oceanside		•		
San Diego County			•	
Anaheim		•		12/12.5 hrs and 1/10 hr in a 28 day cycle. 14/9 hrs and 4/8.5 hrs in a 28 day cycle
Fresno		•		
Long Beach		•		
Los Angeles	•	•	•	9/17 in a month
Murrieta		•		
Riverside		•		
Sacramento		•		9/80
Santa Ana	•	•		9/80, 12/40, 3/12.5, 7/12.5, 4/10.5 & 9/81
County of Riverside	•			
San Bernardino County		•	•	
Phoenix	•	•		
Percent Offering n = 18	22%	83%	28%	

COMPENSATION

	POLICE PAY INCREASE		
	2007	2008	2009
San Diego	0.00%	-	-
Carlsbad	4.00%	-	-
Chula Vista ⁽¹⁾	4.00%	4.00%	3.00%
El Cajon	n/a	n/a	n/a
Escondido	3.50%	-	-
National City	n/a	n/a	n/a
Oceanside	3.00%	-	-
San Diego County	3.00%	-	-
Anaheim	1.50%	6.00%	3.00%
Fresno	5.00%	3.00%	-
Long Beach	5.00%	2.00%	4.00%
Los Angeles	3.00%	3.00%	-
Murrieta	5.00%	-	-
Riverside	4.00%	3.00%	n/a
Sacramento	5.00%	5.00%	5.00%
Santa Ana	4.50%	-	-
County of Riverside	4.00%	-	-
San Bernardino County	6.50%	6.75%	-
Phoenix	4.00%	-	-

⁽¹⁾ Chula Vista has a 4% salary increase planned for 2010.

NOTES

General notes: Dental contribution rates were only asked as an average monthly cost. Where possible, we collected employer/employee contribution rates for single, employee + 1 dependent and employee + family.

- 1) Anaheim – Provided us with documents. Missing data retrieved from Calpacs
 Dental: Calpacs last updated on 01/05.
 Life Insurance: Calpacs last updated on 01/05
 LTD: Calpacs last updated on 12/03
 Retirement: Calpacs updated on 07/06
- 2) Carlsbad – (city contact referred us to Calpacs)
 Medical: Calpacs last updated on 01/06
 Dental: Calpacs last updated on 05/05
 Life Insurance: Calpacs last updated on 05/05
 LTD: Calpacs last updated on 05/05
 Retirement: Calpacs last updated on 04/06
- 3) Chula Vista – Survey was completed by city. Missing data retrieved from Calpacs
 Dental: Calpacs last updated on 12/05
 Life Insurance: Calpacs last updated on 01/06 (cost data only)
 LTD: Calpacs last updated on 01/06 (cost data only)
- 4) El Cajon – Received response from the RPA on 11/17/06. Some data from web pages and Calpacs
 Medical: Calpacs last updated on 09/06
 Dental: Calpacs last updated on 09/06
 Life Insurance: Calpacs last updated on 12/03
 LTD: Calpacs last updated on 12/03
 Retirement: Calpacs last updated on 09/06
- 5) Encinitas: - Police is via SD Sheriff's dept. Most other data collected online or via Calpacs.
 Medical: Calpacs last updated on 04/06
 Dental: Calpacs last updated on 08/05
 Life Insurance: Calpacs last updated on 12/03
 LTD: Calpacs last updated on 04/06
** City records deleted from report. Reason: City uses SD Sheriff*
- 6) Escondido – Survey was completed by city. Missing data retrieved online and Calpacs
 Dental: Calpacs last updated on 12/05
 Life Insurance: Calpacs last updated on 09/05
 LTD: Calpacs last updated on 12/05
 Retirement: Calpacs last updated on 08/06
- 7) Fresno - Survey was completed by city. Missing data retrieved online.
 City pays \$711.00 per employee per month for medical, dental and vision.
- 8) Houston – Survey partially completed by city. City provided documents.
** City records deleted from report. Reason: Data provided not complete.*
- 9) Las Vegas – City does not administer Police, which is done through the Las Vegas Metropolitan Police.
 Most data retrieved online. No help from city.
** City records deleted from report. Reasons: No cooperation from respective agencies.*
- 10) Long Beach – City partially reviewed data online. Missing data retrieved online and from Calpacs.
 Dental: Calpacs last updated on 12/03
 Life Insurance: Calpacs last updated on 12/03
 LTD: Calpacs last updated on 12/03
 Retirement: Calpacs last updated on 12/03
- 11) Los Angeles – No response yet from RPA. All data collected from internal staff and online documents.
- 12) National City – No response yet from RPA. All data collected online and from Calpacs.
 Medical: Calpacs last updated on 09/06
 Dental: Calpacs last updated on 01/05
 Life Insurance: Calpacs last updated on 02/06
 LTD: Calpacs last updated on 02/06
 Retirement: Calpacs last updated on 07/06
- 13) Oakland – No response yet from RPA. All data collected online.
** City records deleted from report. Reasons: No cooperation from respective agencies.*
- 14) Oceanside – Survey reviewed by city. Missing data collected online and from Calpacs.
 Medical: Calpacs last updated on 10/06
 Dental: Calpacs last updated on 01/04
 Life Insurance: Calpacs last updated on 10/08

NOTES

- LTD: Calpacs last updated on 01/04
Retirement: Calpacs last updated on 10/06
- 15) Phoenix – Survey completed by city. Missing information collected online.
- 16) Sacramento – Survey completed by city. Missing information collected online.
Dental: Cost is rolled up with Medical
- 17) San Antonio – Survey completed by city. Police and Fire contracts are under negotiation. Remaining data collected online.
** City records deleted from report. Reason: Data provided not complete.*
- 18) San Jose – No response yet from RPA. All data collected online.
** City records deleted from report. Reasons: No cooperation from respective agencies.*
- 19) San Marcos – Police contracted via San Diego Sheriff's dept. Remaining data collected online and via Calpacs.
Medical: Calpacs last updated on 07/06
Dental: Calpacs last updated on 07/06
Life Insurance: Calpacs last updated on 08/06
LTD: Calpacs last updated on 07/06
Retirement: N/A. Via SD county Sheriff.
** City records deleted from report. Reason: City uses SD Sheriff*
- 20) Santa Ana – Survey reviewed by city. Remaining data collected online and via Calpacs.
- 21) Vista - Police contracted via San Diego Sheriff's dept. Remaining data collected online and via Calpacs.
Medical: Calpacs last updated on 08/06
Dental: Calpacs last updated on 02/04
Life Insurance: Calpacs last updated on 03/06
LTD: Calpacs last updated on 06/06
Retirement: N/A. Via SD county Sheriff.
** City records deleted from report. Reason: City uses SD Sheriff*
- 22) Murrieta – City provided documents. Remaining data collected online and from Calpacs
Medical: Calpacs last updated on 10/06
Dental: Calpacs last updated on 11/05
Life Insurance: Calpacs last updated on 10/06
LTD: Calpacs last updated on 10/06
Retirement: Calpacs last updated on 02/04
- 23) Riverside – City partially completed survey. Remaining data collected online and from Calpacs.
Medical: Calpacs last updated on 06/06
Dental: Calpacs last updated on 06/06
Life Insurance: Calpacs last updated on 12/03
LTD: Calpacs last updated on 05/05
Retirement: Calpacs last updated on 07/05
- 24) County of Los Angeles – Provided documents in response to the RPA. Remaining data collected from internal consultants, online and via Calpacs.
Medical: Calpacs last updated on 03/06
Dental: Calpacs last updated on 03/06
Life Insurance: Calpacs last updated on 01/04
LTD: Calpacs last updated on 02/04
Retirement: Calpacs last updated on 04/06
** County records deleted from report. Reasons: No cooperation from respective agencies.*
- 25) County of Orange – No response yet to the RPA.
** County records deleted from report. Reasons: No cooperation from respective agencies.*
- 26) County of Riverside – County partially reviewed data. Missing information collected online, and via telephone.
- 27) County of San Bernardino – County partially reviewed data. Missing information collected online and via Calpacs.
Medical: Calpacs last updated on 08/06
Life Insurance: Calpacs last updated on 08/06
- 28) County of San Diego – Not very cooperative. All data collected online and via Calpacs.
Medical: Calpacs last updated on 10/06
Dental: Calpacs last updated on 10/06
Life Insurance: Calpacs last updated on 10/04
LTD: Calpacs last updated on 10/04
Retirement: Calpacs last updated on 12/03

About Buck Consultants

Buck Consultants explores the full range of possibilities to provide clients with real-world answers to their human resource challenges. Our consultants customize solutions that are aligned with corporate strategies, ensuring a best-in-class approach.

Whether the issue is in the area of retirement services, health and welfare programs, human resource management, compensation strategy, or the effectiveness of employee communication – Buck provides *excellence*.

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About Buck Surveys

Buck's Survey Team conducts a series of surveys for HR professionals, ranging from detailed compensation surveys to specific benefits-related data resources for organizations spanning the globe. These surveys provide the quality data that companies can rely upon to make decisions critical to organizational success.

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